

# On Course



## NAVY PERSONNEL COMMAND Bureau of Naval Personnel

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### Drug use continues to decline in the Navy

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The Navy is winning the fight to keep Sailors off drugs and alcohol, with a significant decrease in drug use over the past two years and a 50 percent reduction in alcohol-related incidents since January 2002, according to officials with the Navy Alcohol and Drug Abuse Prevention program.

William Flannery, Head of the Navy Alcohol and Drug Abuse Prevention Branch, says the decrease in Sailors testing positive can be attributed to good leadership and mentoring.

"The foundation of the Navy's success in the war on drugs is awareness and deckplate leadership," stressed Flannery. "Work Center supervisors are mentoring young Sailors, giving them accurate information on the Navy's drug and alcohol abuse prevention programs, and explaining what zero tolerance really means to them. When supervisors communicate openly, Sailors are more likely to make the value-based decisions we expect, especially when it comes to rejecting drugs."

There was a nine percent increase in urinalysis samples submitted in fiscal year 2003 over the FY-02 numbers and a 20 percent

increase in samples provided over those submitted in FY-01. Despite this increase, the data showed an 18 percent decrease in positive tests compared to FY-02 results, on top of a 23 percent decrease from FY-01 results. Ecstasy use also showed a major decline, with 45 percent fewer Sailors testing positive over the FY-02 results and 57 percent fewer positives compared to FY-01 results.

Not only do these findings indicate fewer Sailors using drugs, they also translate to substantial savings in both money and other resources across the Navy.

According to the Center for Career Development, it costs \$42 thousand dollars to replace each Sailor lost to drugs or other reasons. In FY-03 alone, the Navy saved over 40 million dollars based on 1,104 fewer Sailors testing positive for drugs.

Alcohol incidents have also declined, according to a FY-03 post-summit analysis conducted by the Navy Alcohol and Drug Abuse Prevention organization. Command input from the bases visited showed a decrease from a high of 60 alcohol-related incidents between January and

(See "Drugs" on next page)

### News You Can Use

***Programs abound to assist Sailors, civilians***

***December is Navy Alcohol and Drugged Driving Prevention Month***

***Navy Racing car ends season***

***Navy Knowledge Online does it your way***

***FORCEnet: Delivering tomorrow, today***

***A message from the Commander, Naval Reserve Force***

***Leadership essay contest open to officers, 1 Feb deadline***

### Recent NAVADMINs

**296/03** College Level Examination Program (CLEP) Testing

**295/03** OCONUS Urgent and Emergent Health Care for Deployed USN and USMC Active Duty Members

**294/03** Best Practices From the Fleet - No. 8

**293/03** FY-04 Aviation Career Continuation Pay (ACCP)

**292/03** Hazardous Duty Incentive Pay for Visit, Board, Search and Seizure Teams

**291/03** National American Indian and Alaska Native Heritage Month

**289/03** Signalman Rating Dis-establishment

**288/03** Special Duty Assignment Pay (SDAP)

## ***Talking Points: Perform to Serve (PTS) affects first termers***

- A centralized reservation system that requires all first term Sailors to receive authorization from NPC before reenlisting.
- The purpose of PTS:
  - Manage rating manpower
  - Promote advancement opportunities
  - Streamline the conversion process
  - Screen qualified Sailors
  - Better shape the Navy's manning to better meet mission requirements
- Listed under NAVADMIN 050/03
- Policy updates and lessons learned feedback listed under NAVADMIN 131/03
- NPC will maintain quality control, and Sailors are helped by:
  - Career Development Boards are crucial for all Sailors
  - Academic skills is a must for the re-testing of the ASVAB
  - Leaders have a direct impact on this process based on the Sailors Regular Periodic Evaluations
- Effective in-rate and military requirements training is a must in order to get Sailors prepared to advance via the Navy-wide Advancement Exams
- Emphasize "Sustained Superior Performance"
- Positive leadership can contribute to keeping Sailors motivated in personal and professional growth.
- Committed to giving every first term Sailor in CREO three ratings up to six opportunities to compete for re-enlistment or conversion approval.

## ***Talking Points: Assignment Incentive Pay (AIP) Program***

- AIP pilot program was implemented in June 2003.
- Its mission, to attract Sailors to apply for traditionally hard-to-fill billets
- Currently adding several new commands and increasing the maximum bid rates.
- AIP jobs must be applied for through JASS. Sailors must apply through their Command Career Counselor or by submitting a request via email to Pers-40dd.
- Sailors can submit a bid ranging from \$0.00 to the maximum listed for the job on the pull-down menu on the JASS application screen.
- Sailors being diverted to AIP billets are "Directed AIP Assignments" and must be applied to the new billet in JASS by Pers-40dd prior to modification or issuance of orders.

## ***Talking Points: Recent changes in the Naval Reserve***

- The first big change is that full-time Reservists will no longer be known as Training and Administration of Reserves (TAR), but will now be known as Full Time Support (FTS) Sailors. This is due to the fact that their mission is no longer just about the training and support of the Reserves and better reflects the fact that they do full support to the Navy.
- RADM John Debbout, Commander Naval Reserve Forces Command (CNRFC) now heads one large staff, which is realigned from the former tri-staff.
- RADM Dan Kloeppel remains the Commander Naval Air Force Reserve, but is now also the Vice Commander CNRFC.
- Naval Reserve Forces capabilities are being aligned with the Navy so that Total Force requirements can be determined by the Commander Fleet Forces Command in Norfolk, Va.
- The term "peacetime contributory support" is also no longer being used. It will instead be referred to as "operational support," because everyone in the Navy does the same work and we are no longer at peace.
- There are now no longer any Reserve requirements, only Navy requirements. CNO's goals and priorities are also those of the Naval Reserve. The Navy mission is also the Naval Reserve Mission. One Navy, one team.

## ***Talking Points: Minus 3, Plus 4 rotational window***

- Also known as the PRD 7-Month Detailing Window.
- Detailers issue orders directing transfer up to 3 months prior to PRD or up to 4 months after PRD is established.
- The 7-month detailing window allows flexibility for an individual to negotiate orders.
- Allows detailers to accommodate duty preferences while meeting enroute-training requirements.
- Provides larger pool of members to match to requirements, improving fleet readiness by reducing billet gaps of key positions at sea.
- Will help correct sea/shore imbalance in some ratings.

## ***Drugs . . .***

March 2002 to a low of 30 incidents between June and September of 2003.

"While this news shows the Navy's focus is moving in the right direction and in some cases the news is good, it in no way means we can afford to take our eye off the ball," emphasized Flannery. "We simply must continue to work tirelessly to educate our Sailors and provide programs to help those in need."

For more information on the Navy's Alcohol and Drug Abuse Prevention Program, visit <http://navdweb.spawar.navy.mil/>.